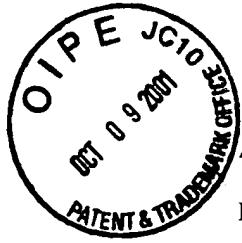


COMBINED DECLARATION AND POWER OF ATTORNEY FOR PATENT APPLICATION



As a below named inventor, I hereby declare that:

My residence, post office address and citizenship are as stated below next to my name.

I believe I am the original, first and sole inventor (if only one name is listed below) or an original, first and joint inventor (if plural names are listed below) of the subject matter which is claimed and for which a patent is sought on the invention entitled ELECTRONIC EMPLOYEE SELECTION SYSTEMS AND METHODS, the specification of which

- is attached hereto.
- was filed on August 2, 2001 and has Attorney Reference No. 5437-58514.
- was filed on _____ as International Application No. _____.
- and was amended on _____ (if applicable).
- with amendments through _____ (if applicable).

I hereby state that I have reviewed and understand the contents of the above-identified specification, including the claims, as amended by any amendment referred to above.

I acknowledge the duty to disclose information which is material to patentability as defined in Title 37, Code of Federal Regulations, § 1.56. If this is a continuation-in-part application filed under the conditions specified in 35 U.S.C. § 120 which discloses and claims subject matter in addition to that disclosed in the prior copending application, I further acknowledge the duty to disclose material information as defined in 37 C.F.R. § 1.56 which occurred between the filing date of the prior application and the national or PCT international filing date of the continuation-in-part application.

I hereby claim foreign priority benefits under Title 35, United States Code, § 119(a)-(d) of any foreign application(s) for patent or inventor's certificate or of any PCT International application(s) designating at least one country other than the United States of America listed below and have also identified below any foreign application(s) for patent or inventor's certificate or any PCT International application(s) designating at least one country other than the United States of America filed by me on the same subject matter having a filing date before that of the application(s) on which priority is claimed:

Prior Foreign Application(s)	Priority Claimed
(Number) _____	(Country) _____

Yes No

I hereby claim the benefit under Title 35, United States Code, § 119(e) of any United States provisional application(s) listed below:

60/223,289	August 3, 2000
Application Number	Filing Date

I hereby claim the benefit under Title 35, United States Code, § 120 of any United States application(s) or § 365(c) of any PCT International application(s) designating the United States, listed below and, insofar as the subject matter of each of the claims of this application is not disclosed in the prior United States or PCT

International application in the manner provided by the first paragraph of Title 35, United States Code, § 112, I acknowledge the duty to disclose material information as defined in Title 37, Code of Federal Regulations, § 1.56(a) which occurred between the filing date of the prior application and the national or PCT International filing date of this application:

(Application No.)	(Filing Date)	(Status: patented, Pending, abandoned)
-------------------	---------------	---

The undersigned hereby authorizes the U.S. attorney or agent named herein to accept and follow instructions from _____ as to any action to be taken in the Patent and Trademark Office regarding this application without direct communication between the U.S. attorney or agent and the undersigned. In the event of a change in the persons from whom instructions may be taken, the U.S. attorney or agent named herein will be so notified by the undersigned.

I hereby appoint the practitioners associated with the customer number provided below to prosecute this application, to file a corresponding international application, and to transact all business in the Patent and Trademark Office connected therewith:

Customer Number

24197
KSCLW

Name	Reg. No.	Name	Reg. No.
BLYVEIS, Deborah B.	47,337	PETERSEN, David P.	28,106
CALDWELL, Lisa M.	41,653	POLLEY, Richard J.	28,107
GIRARD, Michael P.	38,467	RINEHART, Kyle B.	47,027
HAENDLER, Jeffrey B.	43,652	RUPERT, Wayne W.	34,420
HARDING, Tanya M.	42,630	RYBAK, Sheree L.	47,913
JAKUBEK, Joseph T.	34,190	SCOTTI, Robert F.	39,830
JONCUS, Stephen J.	44,809	SIEGEL, Susan Alpert	43,121
JONES, Michael D.	41,879	SLATER, Stacey C.	36,011
KLARQUIST, Kenneth S.	16,445	STEPHENS Jr., Donald L.	34,022
KLITZKE II, Ramon A.	30,188	STUART, John W.	24,540
LEIGH, James S.	20,434	VANDENBERG, John D.	31,312
MAURER, Gregory L.	43,781	WHINSTON, Arthur L.	19,155
NOONAN, William D.	30,878	WIGHT, Stephen A.	37,759
ORR, David E.	44,988	WINN, Garth A.	33,220

Address all telephone calls to Gregory L. Maurer at telephone number (503) 226-7391.

Address all correspondence to:

Customer Number

24197
KSCLW

I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under § 1001 of Title 18 of the United States Code and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.

Full Name of Sole or First Inventor: David J. Scarborough

Inventor's Signature



8-9-01
Date

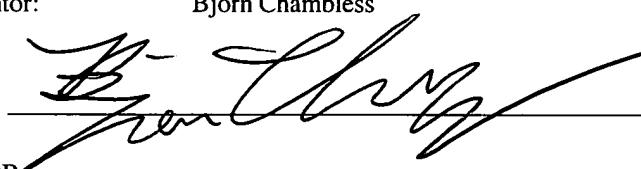
Residence: West Linn, OR

Citizenship: U.S.A.

Post Office Address: 3715 Fairview Way
West Linn, OR 97068

Full Name of Second Inventor: Bjorn Chambliss

Inventor's Signature



8-9-01
Date

Residence: Portland, OR

Citizenship: U.S.A.

Post Office Address: 1936 NW Raleigh #1
Portland, OR 97209

Full Name of Third Inventor: Richard W. Becker

Inventor's Signature



8/9/01
Date

Residence: Portland, OR

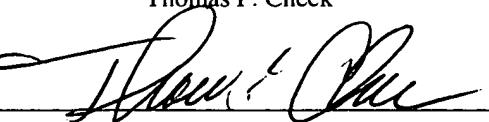
Citizenship: U.S.A.

Post Office Address: 7954 SW 48th
Portland, OR 97219

Full Name of Fourth Inventor:

Thomas F. Check

Inventor's Signature



8/9/01
Date

Residence: Beaverton, OR

Citizenship: U.S.A.

Post Office Address: 17670 SW Outlook Ln.
Beaverton, OR 97007

Full Name of Fifth Inventor: Deme M. Clainos

Inventor's Signature



8/9/01
Date

Residence: Lake Oswego, OR

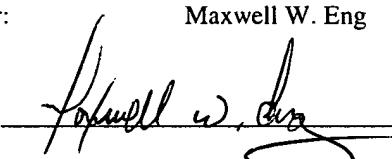
Citizenship: U.S.A.

Post Office Address: 739 Terrace Drive
Lake Oswego, OR 97034

Full Name of Sixth Inventor:

Maxwell W. Eng

Inventor's Signature



9 Aug. 2001
Date

Residence: Portland, OR

Citizenship: U.S.A.

Post Office Address: 17094 N.W. Stoller Dr.
Portland, OR 97229

Full Name of Seventh Inventor: Joel R. Levy

Inventor's Signature



8/3/01

Date

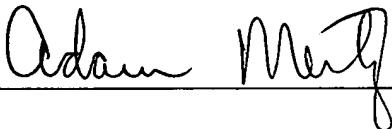
Residence: Portland, OR

Citizenship: U.S.A.

Post Office Address: 6124 SW Barnes Rd.
Portland, OR 97221

Full Name of Eighth Inventor: Adam N. Mertz

Inventor's Signature



8/9/01

Date

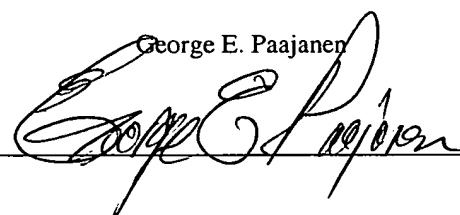
Residence: Portland, OR

Citizenship: U.S.A.

Post Office Address: 2825 N.E. 49th Avenue
Portland, OR 97213

Full Name of Ninth Inventor: George E. Paajanen

Inventor's Signature



8/9/01

Date

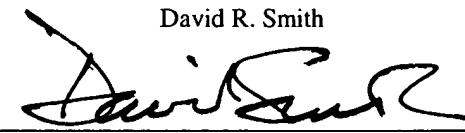
Residence: West Linn, OR

Citizenship: U.S.A.

Post Office Address: 2314 Falcon Drive
West Linn, OR 97068

Full Name of Tenth Inventor: David R. Smith

Inventor's Signature



8/9/01

Date

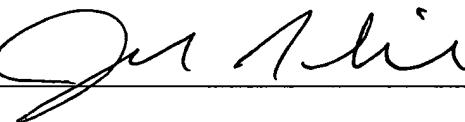
Residence: Beaverton, OR

Citizenship: U.S.A.

Post Office Address: 12041 SW Sagehen St.
Beaverton, OR 97007

Full Name of Eleventh Inventor: John R. Smith

Inventor's Signature



8/9/01

Date

Residence: Hillsboro, OR

Citizenship: U.S.A.

Post Office Address: 3202 NE 1st Place
Hillsboro, OR 97124